

PERS 27-1525

DD/A Registry

12 MAY 1977

77-2734

see att A
to DDA77-
3420

MEMORANDUM FOR: Deputy Director for Administration

FROM : F. W. M. Janney
Director of Personnel

SUBJECT : CIA Employees Drawing
Military Retirement Pay

1. At the end of March, this office provided you with a statistical report showing that [REDACTED] individuals affiliated with the Agency are drawing military retirement pay. You asked that we examine the background of each such person in light of the criteria set out below.

2. Agency components were provided lists of their military retirees. The survey identified [REDACTED] additional military retirees, for a total of [REDACTED]. In some cases, the responses were somewhat general, but after analysis, it was possible to categorize them:

Criterion A: The uniqueness of the skills provided the Agency.

Responses

Number

Per cent

1. Job required military skills.
2. Applicant was more competitive.
3. Other (no other candidate available, recommended by DCI, unique linguistic skills, etc.).

Criterion B: The value of their service and whether or not continued employment with the Agency is warranted.

Responses

Number

Per cent

1. Job continues to require military skills.
2. Employee is competitive.
3. Other (no other candidate available, recommended by DCI, unique linguistic skills, etc.).

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Criterion C: The primary reasons for hiring these retirees and efforts made to locate qualified candidates from other (non-retired) sources.

Responses

Number

Per cent

STATINTL

1. Replacement would have to have military skills.
2. Military background desirable.
3. Current job does not require military background.

X. Appendix A contains a statistical summary of the responses by directorate. These responses vary widely among directorates. For example, 51% of the military retirees were hired by the DDO because the job required military background and skills. On the other hand, all of the military in the DDI were hired because they were simply more competitive than other candidates. In the DDO, 47% of the retirees continue to make use of their military skills, and if they were replaced, 43% of the positions would require these same skills.

X. In reviewing the responses, one concludes that there were at one time many jobs which required strong military skills and background. This was especially true during the Vietnam era. (The Agency would surely have more military retirees now but unlike the Korean build-up, hired them on a limited term contract during the Vietnam era.) There are still some, but a lesser number, which continue to require these skills. In the meantime, many of these military retirees have established reputations as excellent performers with further potential for development and have moved in a manner competitive with their peers into other assignments not requiring military skills.

X. As requirements for employees with military backgrounds decrease due to reduced Agency involvement in paramilitary activities, it is expected that the number of military retirees hired by the Agency will decrease. They presently comprise [redacted] of our total population, as contrasted with 8% in the Pentagon, 4% in the Post Office, 2% in the State Department, and 6% throughout the Federal Government.

Distribution:

Orig & 1 - DDA
1 - D/Pers
1 - C/SPB
1 - C/PPB
1 - C/SPD Staffback

(S) F. L. H. 2 1/2 1/2

~~James~~

OP/APP/ [redacted] sh200 [redacted] 8 (CIA) RDP 80-00473A000500140007-9

STATOTHR

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ROUTING AND RECORD SHEET

DDA Registry

File Personnel

ACT: (Optional)

CIA Employees Drawing Military Retirement Pay

FROM: F. W. M. Janney
Director of Personnel

EXTENSION

NO.

DDA 77-2734

DATE

12 MAY 1977

STATOTHR

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1.

DDA

17 MAY 1977

B

2.

3.

Assistant to DDCI

4.

5.

6.

7.

8.

9.

10.

11.

DDA:JFBlake:kmg (17 May 77)

Distribution:

Orig RS - Ass't to DDCI [redacted] w/Orig of Att

12.

1 - DDA Subject w/cy of Att

1 - DDA Chrono

1 - JFB Chrono

13.

DDA 77-2734: Memo dtd 12 May 77 to DDA fr D/Pers,
subj: CIA Employees Drawing Military Retirement
Pay

14.

"To 2:

Lew,

15.

Hank requested this of me some time back. I do
not know if he had discussed this matter with DCI,
or whether DCI wants this report. /s/Jack Blake"

To 2:
Lew,
Hank requested
this of me some
time back. I
do not know if
he had discussed
this matter with
DCI, or whether
DCI wants this
report.

17 MAY 1977

STATINTL

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FORM
3-62

610

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DD/A 77-2301

25 April 1977

MEMORANDUM FOR: Chief, Staff Personnel Division
FROM : [REDACTED] 25X1A
Career Management Officer, DDA
SUBJECT : Review of Retired Military Officers and
Enlisted Men Employed by the Agency
REFERENCE : Memo to DCI/Adm Stf, ICS/Adm Spt Stf,
DDI/Adm Stf, DDS&T/Adm Sup Stf,
DDA/Car Mgmt Stf and DDA/Car Mgmt Stf,
frm C/SPD, dtd 15 Apr 77, same subj

Attached are the Directorate of Administration
responses to referent memorandum.

Attachments

Orig - Addressee
① - DDA subj w/cy of att
1 - DDA chrono
1 - CMO/DDA

15/ [REDACTED]

E2 IMPDET
CL BY [REDACTED]